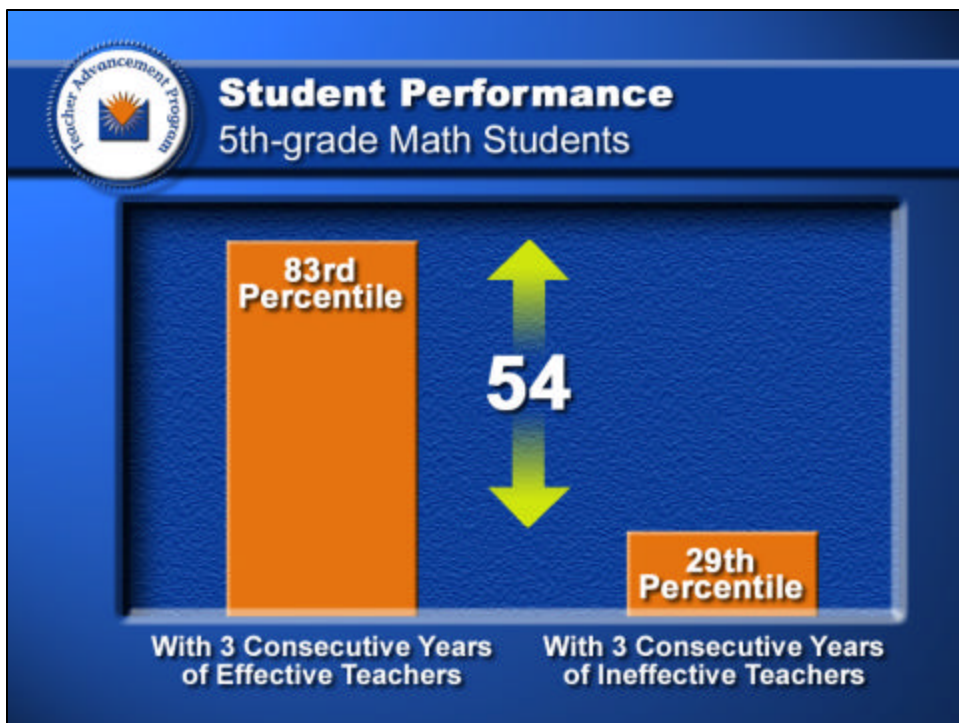
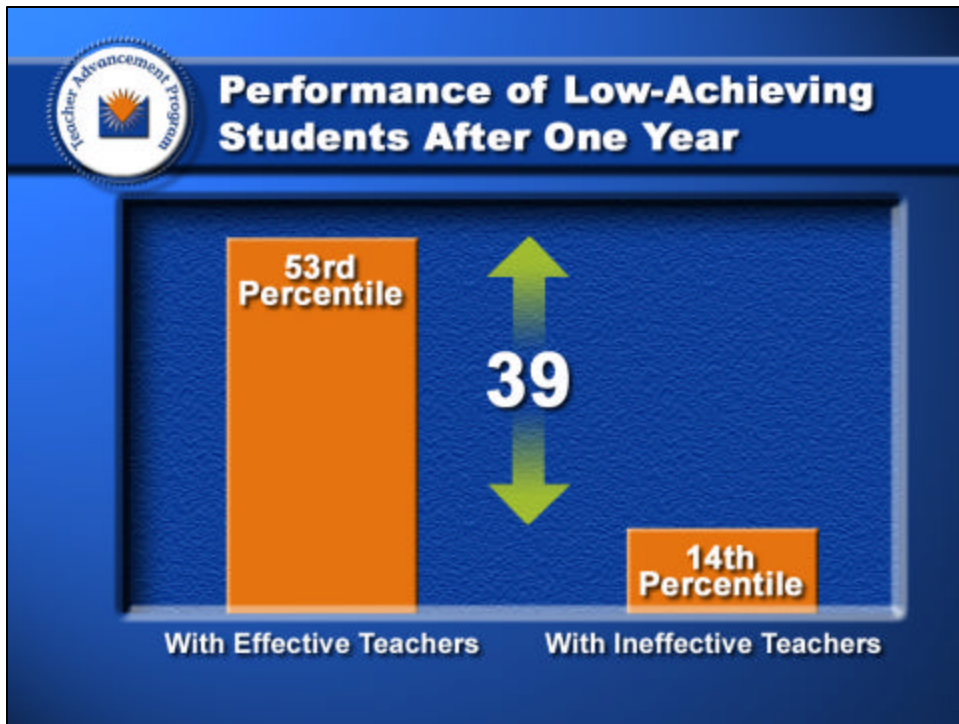




Initial Propositions

- More \$\$\$ for top notch education
- *Not* more of same old thing
- *Higher quality inputs = higher student achievement*
- Most politically viable way to spend \$\$\$
- Best way to increase student learning





Teacher Demand & Supply: 1999-2008

Demand

From growth in number of K-12 students	210,000
From replacement of teachers	2,046,000
From class size reduction	<u>200,000</u>

Total: 2,456,000

Supply

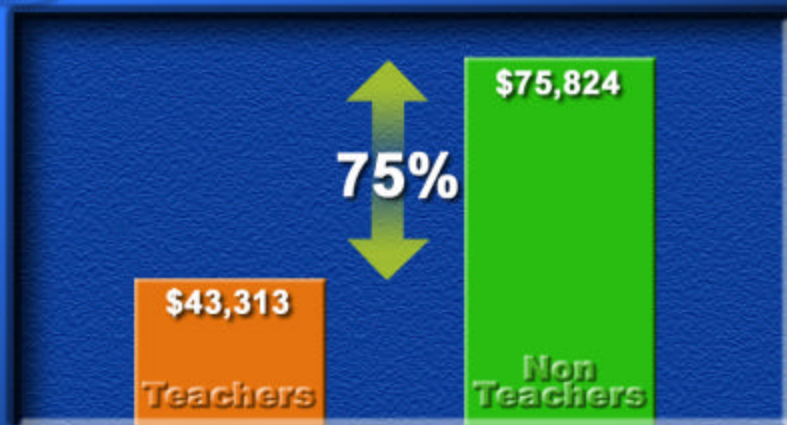
New credential teachers	1,086,000
Re-entering teachers	<u>500,000</u>

Total: 1,586,000

SHORTAGE < 870,000 >



Teachers Earn Less



44- to 50-year-olds
with a master's degree



Teachers Who Leave

- 20% of teachers leave within 3 years
- 50% of urban school teachers leave within 5 years
- Twice as likely to leave with no induction program
- Twice as likely to leave with top scores on high-stakes exams



Out-of-Field Teaching Rampant

	Math	English	History	Physical Science
All Public Schools	31.4%	24.1%	53.1%	56.9%
High Poverty Schools	42.8%	25.7%	60.0%	65.1%



Weaknesses of Reforms

- Not school-centered



Weaknesses of Reforms

- Not school-centered
- Poor design and/or implementation



Weaknesses of Reforms

- Not school-centered
- Poor design and/or implementation
- Lack of continuity



Weaknesses of Reforms

- Not school-centered
- Poor design and/or implementation
- Lack of continuity
- Not comprehensive



Teacher Advancement Program

- **Multiple Career Paths**



Teacher Advancement Program

- **Multiple Career Paths**
- **Market-Driven Compensation**



Teacher Advancement Program

Higher pay is granted for the following:

- Different functions/additional duties.
- High teacher achievement (awards/relevant degrees).
- Excellent teacher performance (as judged by experts).
- High student achievement.
- If the teacher's primary field is difficult to staff, and if the teacher is in a hard-to-staff school.



Teacher Advancement Program

- **Multiple Career Paths**
- **Market-Driven Compensation**
- **Performance-Based Accountability**



Teacher Advancement Program

- **Multiple Career Paths**
- **Market-Driven Compensation**
- **Performance-Based Accountability**
- **Ongoing, Applied Professional Growth**



Teacher Advancement Program

- **Multiple Career Paths**
- **Market-Driven Compensation**
- **Performance-Based Accountability**
- **Ongoing, Applied Professional Growth**
- **Expanding the Supply of
High Quality Teachers**



Teacher Advancement Program

The expansion of the pool is achieved by:

- Initial academic degree and teaching certification attainable in four years
- Alternative certification through assessments and classroom demonstration
- Outstanding retired teachers continue working on a part-time basis as faculty fellows
- Multi-state credentialing
- Portable, private pension plans
- Opportunity for national certification



TAP is the BEST Solution

- Systemic program
- Strong induction program
- Excellent & relevant professional growth
- Fair & understandable assessment system



TAP is the BEST Solution

- Increased responsibility & leadership
- Commensurate compensation
- *WITHOUT* fully leaving classroom
- Involves teachers at every step
- Gains teacher support for making change



TAP Toolkits

- Organizational Structure
- Staffing
- Cost and Finance Issues
- Performance-Based Accountability
- Ongoing, Applied Professional Growth



Teacher Advancement Program

Indicators of Near-Term Impacts of TAP:

- Level of teacher participation in TAP
- Improvement in the qualifications of teacher applicants
- Quality of teachers hired
- Higher teacher retention rates
- Satisfaction of teachers, parents and students

